



Staff Report

Report To: Dan Best, Chief Administrative Officer

From: **Justin Finkbeiner, Human Resources Officer**
Choose an item.

Date: December 6 2021

Report: HR 02.2021

Subject: RFP Results: Employee Group, Evaluation, Pay Equity and Compensation Review

Recommendations:

That South Huron Council receives the report from J. Finkbeiner, Human Resources Officer regarding the RFP Results: Employee Group, Evaluation, Pay Equity and Compensation Review; and

That South Huron Council accepts the proposal of Pesce & Associates: Human Resources Consultants for the delivery for an Employee Group, Evaluation, Pay Equity and Compensation Review in the amount of \$40,600.00 plus HST.

Purpose:

Approval

Background and Analysis:

On October 06, 2021, Request for Proposal (RFP) 004-2021 was issued for the Provision of Professional Services to conduct an Employee Group, Evaluation, Pay Equity and Compensation Review for the Municipality of South Huron.

The closing date of the RFP was November 10, 2021. At closing a total of two submissions were received. This request was a two envelope process, with the technical submission in a separate envelope from the budget/fee structure for the cost of services.

Proposals were received from Pesce & Associates: Human Resources Consultants, and Gallagher Benefit Services (Canada) Group Inc. Those present for the opening of the submissions included; Human Resources Officer, Financial Services Officer and the Mayor.

The proposals were reviewed by the Chief Administrative Officer, Director of Infrastructure and Development, and Human Resources Officer. The results of the proposal review are outlined below, with a summary of costs including non-recoverable HST.

Proponent	Profile 25%	Exerience 15%	Methodology 30%	Advisory 10%	Cost 20%	Total	Rank
Pesce & Associates	19.25	13	28.75	9.5	18.25	91	1
Gallagher	15	11	23	6.5	15.75	71.25	2

Operational Considerations:

There are no current operational considerations as a result of this report.

Financial Impact:

A total of \$50,000 was budgeted for this service. The proposal submitted by Pesce & Associates: Human Resources Consultants falls within the allocated budget parameters. The project completion is scheduled for June 30, 2022.

Legal Impact:

There are no legal implications as a result of this report.

Staffing Impact:

There are no staffing implications as a result of the actions outlined in this report.

Policies/Legislation:

Pay Equity Act, R.S.O. 1990, c. P.7

Consultation:

Dan Best, Chief Administrative Officer

D. Giberson, Director of Infrastructure and Development

Respectfully submitted,

Justin Finkbeiner, Human Resources Officer